

The Ridings High School

Policy Statement: Anti Bullying (Pupils)

Rationale

- To ensure that the school supports and values its learners in achieving the five outcomes of Every Child Matters, ie Be Healthy, Be Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well Being.
- Enable pupils to learn in a supportive, caring and safe environment without fear of being bullied.
- To meet the school's obligations under the School Standards and Framework Act (1998), The Education and Inspection Act 2006 and Safe to Learn: Embedding Anti Bullying Work in School by ensuring procedures to prevent bullying among pupils are in place and that these procedures are brought to the attention of staff, parents, pupils and all other members of the school community.

What is bullying?

The school defines bullying as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

The categories of bullying identified by the school include:

- race, religion and culture
- SEN or disabilities
- appearance or health conditions
- sexual orientation
- being a young carer or looked-after child
- sexism or bullying of a sexual nature
- the bullying of staff by pupils, parents and other staff (although this policy refers specifically to pupils).

Increasingly where bullying takes place using modern technology, ie cyberbullying (See Appendix A).

Objectives of Policy

- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Encourage pupils to be actively involved in developing the anti bullying policy.
- Foster an environment which encourages staff and pupils to share concerns and celebrate with one another.

Procedures

1. Bullying behaviour or threats of bullying will be immediately investigated and the bullying stopped quickly.
2. Report bullying incidents to staff.
3. In cases of serious bullying, the incidents will be recorded by staff.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, the police will be consulted.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Bullying incidents will be recorded with South Gloucestershire using The Incident Report Form – Children & Young People.
8. Bullying awareness will be delivered in curriculum areas as appropriate to attempt to eradicate such behaviour.
9. The school's annual questionnaires seek to obtain the views of parents and pupils on bullying.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious or repeat cases, a fixed period exclusion will be considered although in most cases early intervention will be based on a resolution based approach.
3. If possible, the pupils will be reconciled (restorative justice).
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Action with Students involved in Bullying

- They will be challenged about the unacceptable behaviour.
- They will be given support to change unacceptable behaviour.
- They will face sanctions that hold them to account.
- They will learn how to take steps to repair the harm they have caused.

Annual Profile

The school:

- will review anti bullying profile on a yearly basis.
- will address school site issue to promote safe play areas.
- Will have a data system that collects and monitors anti bullying so that action can be taken.

Prevention

The school:

- will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:
 - contributing to an anti bullying charter
 - signing a behaviour contract
 - writing stories or poems or drawing pictures about bullying
 - having discussions about bullying and why it matters
 - dedicated e-mail – iamworried@ridingshigh.org (Appendix B) which is distributed to parents.
 - dedicated KS3/4 bases
 - regularly teach pupils regarding bullying awareness and internet safety, eg SEAL
 - involve outside agencies as appropriate
 - use opportunities such as anti bullying week to raise awareness
 - establishing and publicise An Anti Bullying Charter (Appendix C) in newsletter.
 - a leaflet will be made available to parents of all incoming pupils and to existing parents on request.

Date of Policy: September 2008

Policy developed by Mrs S Gay, Ms J Ludgate.

The policy will be regularly reviewed by the governing body who will consult with all members of the school community.

Appendix A

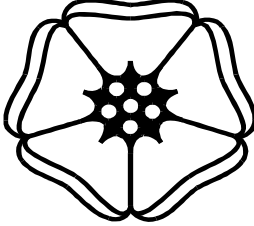
Cyberbullying

The use of ICT for bullying purposes is a relatively new but extremely powerful and worrying trend. In order to combat cyberbullying the Head will utilise his designated power to regulate the conduct of pupils off-site. The school has an Internet Use Policy which parents and pupils sign up to.

Cyberbullying does differ from other forms of bullying in that there is usually evidence left behind in the form of text messages and e-mails. There are also a number of methods of reporting and restricting this form of bullying through alerting mobile phone companies, internet service providers and social networking sites. Normal sanctions will apply but an additional strategy is to place restrictions on the use of ICT by a cyberbully.

Appendix B

The Ridings High School



**How To Make
The Ridings High
School
Safe From Bullying**

Bullies only bully while they can get away with it. It's always right to stand up to them by telling someone.

- Tell an adult you trust.
- Everyone has the right to be safe.
- All teachers want to know so that bullying can be stopped.

- Most pupils are decent and will help you.
- Avoid being in places where you can be caught on your own.
- Walk away quickly.
- Go to clubs and activities at lunchtime.
- No one has the right to intimidate you.

Contact

iamworried@ridingshigh.org
www.kidscape.co.uk
www.childline.org.uk

**Be a defender
not a re-inforcer**

**DON'T SUPPORT
BULLYING**

Appendix C

The Ridings High School

Anti Bullying Charter

1. Pupils will be heard.
2. Pupils will know who to get support from.
3. Pupils will be supported to help them feel safe again.

School

1. The school take bullying very seriously and will have a clear anti bullying policy.
2. Every opportunity is taken to celebrate anti bullying work.
3. All pupils are clear about the roles they can take to prevent bullying, including the role of bystander.

Staff

1. Develop whole school policies which meet the law and school inspection requirements.
2. Will develop a school climate where bullying and violence are not tolerated.
3. Will review anti bullying profile on a yearly basis.
4. Have addressed school site issues to promote safe play areas.
5. Will have a data system that collects and monitors anti bullying work.
6. Will work in partnership with parents and carers and outside agencies to promote safe communities.

Parents

1. Are clear that the school does not tolerate bullying.
2. Are aware of procedures to be used if they are concerned over their child's well being.
3. Are confident that the school will take any bullying complaint seriously and will investigate and resolve the bullying in a way that protects their child.

Charter to Students

Bullying is repeated behaviour that intentionally hurts another individual or group.

Bullying can be:

- Emotional
- Physical
- Sexual
- Homophobic
- Verbal
- Cyber

If you see bullying or are being bullied:

1. Tell an adult you trust.
2. Everyone has the right to be safe.
3. All teachers want to know so that bullying can be stopped.
4. Most pupils are decent and will help you.
5. Avoid being in places where you can be caught on your own.
6. Walk away quickly.
7. Go to clubs and activities at lunchtime.
8. No one has the right to intimidate you.
9. Contact iamworried@ridingshigh.org

Charter to Parents

The Ridings High School supports and values all students and is committed to ensuring all students welfare.

Bullying is repeated behaviour that intentionally hurts another individual or group.

Bullying can be:

- Emotional
- Physical
- Sexual
- Homophobic
- Verbal
- Cyber

Procedures if you are concerned:

- Report all bullying incidents to your child's Head of Year.
- Be assured all bullying incidents will be sympathetically and thoroughly investigated.
- The school will always liaise with you regarding the outcome of any complaint.
- Encourage your child to report bullying.

Appendix D

The Ridings High School

Leaflet to Parents

There will be clear sanctions taken against any child involved in bullying others.

Please do not sanction or support the belief that “things will only get worse”. Bullying can only be dealt with when adults get involved.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- cries themselves to sleep at night or has nightmares
- comes home with clothes torn or books damaged
- has possessions which are damaged or “go missing”
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.